



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 4-5/2011-Restg.

Dated 27th Aug., 2013

To

Shri K. Sebastin,
General Secretary,
"SNEA Bhavan", B 11/1&2,
Ramesh Nagar, New Delhi-15

Reference is invited to your letter No. SNEA(I)/CHQ/CMD/2012-14/24 dated 19.08.2013, wherein you have made reference inter-alia to the working of the committee set up to give recommendation on CPSU cadre hierarchy.

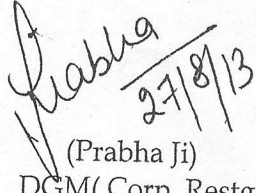
2. Your special attention is drawn to the following statement made in the aforementioned letter to CMD :

" ...You shall be astonished to know that, even though both the committees were tasked with giving recommendation on both these issues within a time frame of six months from Feb.,12 virtually both the committees remained non starters. The very fact that both these committees defied the task assigned to them by the competent authority and just did not bother to apply themselves to even examine the issues, let alone their resolution, speaks adversely about functioning and commitment of senior officers and calls for a thorough investigation and stringent action to set things right..."

3. With regard to the work of the committee set up to examine the issue of PSU cadre hierarchy, status position is as follows:

- First meeting of the committee was held on 19th July, 2012. As discussed during the meeting, information with regard to HR policies of different PSUs was obtained and presentation of the promotion policy was prepared by Restructuring Branch.
- The next meeting was held on 17.10.2012 and presentation was made before the committee members by Restructuring Branch. In fact, this meeting was badly disrupted by one of the Associations and meeting had to be abruptly concluded because of unruly and rowdy behaviour of some members of one of the Association.
- Another meeting of the committee was convened on 13.02.2013.
- Subsequently, the official side prepared draft report of the committee and the same was given to all the three associations on 1st July, 2013. Comments of the association were sought by 10th July, 2013 so that the next meeting of the committee could be scheduled.
- Despite reminders, none of the Associations (including SNEA) have responded to the draft report of the committee.

4. Thus, the reality is that the official side have dwelled on different issues relating to the PSU cadre hierarchy at length including in-depth examination of promotion related policies of several CPSUs. Based on careful evaluation of different aspects related to the issue, the official side have already prepared draft report in this matter. This report was further given to the Associations for their comments and feed back almost two months ago. SNEA has not only failed to give their response and delayed the whole matter, but have made completely false insinuations against the management. This kind of attitude is most unethical and irresponsible. The Association is advised to refrain from indulging in this sort of irresponsible behavior which greatly undermines mutual trust and credibility.


27/8/13
(Prabha Ji)
DGM(Corp. Restg)

Copy to:-

1. CMD BSNL
2. Director (HR)/Director (F)
3. Members of the Committee on CPSU Cadre Hierarchy

✓ Sh. R.P. Shahu, Gs, AIGETA